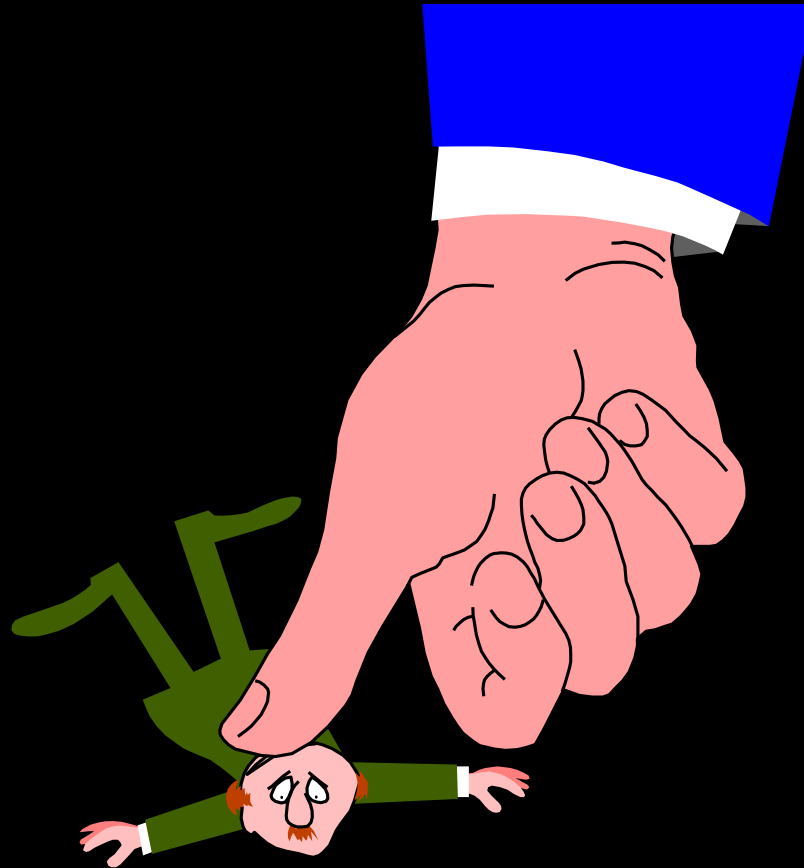


# POWER AND DISCRIMINATION



# Overview

- Define Prejudice
- Levels of Prejudice
- Allport's Hierarchy
- Power
- Discrimination
- Define Power
- Basis of Power
- Misuse of Power

# Concept of EO/EEO Violations

- Prejudice
- Racism
- Sexism
- Discrimination

# Prejudice

An aversion or dislike based upon a faulty and inflexible generalization (Stereotype)

# Levels of Prejudice

- Cognitive (Thinking)
- Emotional
- Acting Out

# Allport's Hierarchy

- Disparaging Terms
- Avoidance
- Discrimination
- Physical Attacks
- Extermination or Genocide

# Racism

Any attitude or action by an individual, group, or institution to subordinate another person or group because of skin color or other physical traits associated with a particular group.

# Sexism

An attitude, behavior, or conditioning that fosters stereotypes of social roles based on sex or gender.



# Discrimination

- Webster's Dictionary:
  - Discrimination is defined as the act or ability to discriminate or make difference of clear distinction.
- EO/EEO Perspective Definition:
  - Actions or practices carried out by members of dominate groups
  - or their representatives which have a differential and harmful impact on members of subordinate groups.

# Characteristics of Discrimination

- Overt or Hidden
- Direct or Indirect
- Intentional or Unintentional

# Power Supports Discrimination

- Superior – Subordinate Relationships
- Those in power define the norms

# Power

The ability of a person in a relationship to influence others in the relationship psychologically and/or behaviorally.



# Power Basis

- Formal Power
  - Reward
  - Coercive
  - Legitimate
- Informal Power
  - Expert
  - Referent
  - Associative

# Misuse/Abuse of Power

- Weakness
- Expanding
- Information
- Mannerisms
- Defense
- Giving
- Promotion

# Related Causes of Discriminatory Behavior

- Group Size
- Social Distance
- Competition
- Power Threat

# Institutional Discrimination and Affirmative Actions

- Institutional Discrimination is any systematic or functional practices that discriminate or manifest unequal treatment because of race, color, national origin, religion, or gender.
  - An example would be exclusion of women from certain job specialties.
- Affirmative Actions



# Summary

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